

# EXHIBIT 29



[handwritten:] *New evidence is attached as requested in Amended Official Form 410:*

1. *Memorandum, June 8, 2001*

*Pierre E. Vivoni, Superintendent*

2. *Calculations*

3. *List of Structure that shall apply for the Police of Puerto Rico beginning on June 1, 2002*

*(see page 3)*

*Office Systems Assistant I, II, III*

4. *August 3, 2015 Letter from Mr. Pedro Toledo*

*Signed by: Ramón Ortega Rodríguez CPA*

*Assistant Superintendent*

5. *Letter AP-31-1-613, October 21, 2005*

*Review of Position No. 9505*

*(See paragraph No. 3)*

*Requesting review of monthly salary*

*I did not receive a reply.*

[signature]

UNITED STATES DISTRICT COURT FOR THE DISTRICT OF PUERTO RICO / TRIBUNAL DE DISTRITO DE LOS ESTADOS UNIDOS PARA EL  
DISTRITO DE PUERTO RICO

Fill in this information to identify the case (Select only one Debtor per claim form). / Llene esta información para identificar el caso (seleccione sólo un deudor por formulario de reclamación).		
<input checked="" type="checkbox"/> Commonwealth of Puerto Rico El Estado Libre Asociado de Puerto Rico	Case No. 17-bk-03283	Petition Date: May 3, 2017
<input type="checkbox"/> Puerto Rico Sales Tax Financing Corporation (COFINA) La Corporación del Fondo de Interés Apremiante de Puerto Rico	Case No. 17-bk-03284	Petition Date: May 5, 2017
<input type="checkbox"/> Puerto Rico Highways and Transportation Authority La Autoridad de Carreteras y Transportación de Puerto Rico	Case No. 17-bk-03587	Petition Date: May 21, 2017
<input type="checkbox"/> Employees Retirement System of the Government of the Commonwealth of Puerto Rico El Sistema de Retiro de los Empleados del Gobierno del Estado Libre Asociado de Puerto Rico	Case No. 17-bk-03586	Petition Date: May 21, 2017
<input type="checkbox"/> Puerto Rico Electric Power Authority La Autoridad de Energía Eléctrica de Puerto Rico	Case No. 17-bk-04780	Petition Date: July 2, 2017

2017 JUL 19 AM 10:39  
U.S. DISTRICT COURT  
SAN JUAN, PR

Modified Official Form 410 / Formulario Oficial 410 Modificado

**Proof of Claim / Evidencia de reclamación**

04/16

Read the instructions before filling out this form. This form is for making a claim for payment in a Title III case. Do not use this form to make a request for payment of an administrative expense, other than a claim entitled to administrative priority pursuant to 11 U.S.C. § 503(b)(9). Make such a request according to 11 U.S.C. § 503.

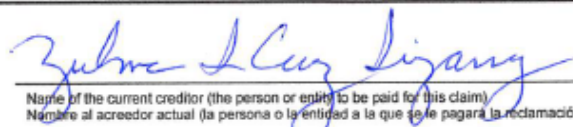
Filers must leave out or redact information that is entitled to privacy or subject to confidentiality on this form or on any attached documents. Attach redacted copies of any documents that support the claim, such as promissory notes, purchase orders, invoices, itemized statements of running accounts, contracts, judgments, mortgages, and security agreements. Do not send original documents; they may be destroyed after scanning. If the documents are not available, explain in an attachment.

Lea las instrucciones antes de completar este formulario. Este formulario está diseñado para realizar una reclamación de pago en un caso en virtud del Título III. No utilice este formulario para solicitar el pago de un gasto administrativo que no sea una reclamación que reúna los requisitos para ser tratada como prioridad administrativa conforme al Título 11 § 503(b) (9) del U.S.C. Ese tipo de solicitud debe realizarse de conformidad con el Título 11 § 503 del U.S.C.

Quienes presenten la documentación deben omitir o editar información que reúna los requisitos para ser tratada con privacidad o confidencialidad en este formulario o en cualquier otro documento adjunto. Adjunte copias editadas de cualquier otro documento que respalde la reclamación, tales como pagarés, órdenes de compra, facturas, balances detallados de cuentas en funcionamiento, contratos, resoluciones judiciales, hipotecas y acuerdos de garantías. No adjunte documentos originales, ya que es posible que los documentos adjuntos se destruyan luego de analizarlos. En caso de que los documentos no estén disponibles, explique los motivos en un anexo.

Fill in all the information about the claim as of the Petition Date.

Complete toda la información acerca de la reclamación a la fecha en la que se presentó el caso.

Part 1 / Parte 1	Identify the Claim / Identificar la reclamación
1. Who is the current creditor? ¿Quién es el acreedor actual?	<p></p> <p>Name of the current creditor (the person or entity to be paid for this claim). Nombre al acreedor actual (la persona o la entidad a la que se le pagará la reclamación)</p> <p>Other names the creditor used with the debtor Otros nombres que el acreedor usó con el deudor</p>

Case:17-03283-LTS Doc#:17406-1 Filed:07/19/21 Entered:07/19/21 10:20:39 Desc:  
Exhibit Page 2 of 45

2. Has this claim been acquired from someone else? <input checked="" type="checkbox"/> No / No <input type="checkbox"/> Yes. From whom? Sí. ¿De quién? _____ ¿Esta reclamación se ha adquirido de otra persona?		
3. Where should notices and payments to the creditor be sent? Federal Rule of Bankruptcy Procedure (FRBP) 2002(g) ¿A dónde deberían enviarse las notificaciones al acreedor? Norma federal del procedimiento de quiebra (FRBP, por sus siglas en inglés) 2002(g) Where should notices to the creditor be sent? ¿A dónde deberían enviarse las notificaciones al acreedor? Where should payments to the creditor be sent? (if different) ¿A dónde deberían enviarse los pagos al acreedor? (En caso de que sea diferente)  Name / Nombre: <u>Zulma I. Cruz Irizarry</u> Number / Número: <u>P.O. Box 800598</u> Street / Calle: _____ City / Ciudad: <u>Coto Laurel P.R.</u> State / Estado: <u>P.R.</u> ZIP Code / Código postal: <u>00780</u> Contact phone / Teléfono de contacto: <u>1-939-222-9950</u> Contact email / Correo electrónico de contacto: <u>zulmacruz619@gmail.com</u>		
4. Does this claim amend one already filed? ¿Esta reclamación es una enmienda de otra presentada anteriormente? <input type="checkbox"/> No / No <input checked="" type="checkbox"/> Yes. Claim number on court claims registry (if known) Sí. Número de reclamación en el registro de reclamaciones judiciales (en caso de saberlo) <u>102255</u> Filed on / Presentada el <u>06/27/2018</u> (MM/DD/YYYY) / (DD/MM/AAAA)		
5. Do you know if anyone else has filed a proof of claim for this claim? ¿Sabe si alguien más presentó una evidencia de reclamación para esta reclamación? <input checked="" type="checkbox"/> No / No <input type="checkbox"/> Yes. Who made the earlier filing? Sí. ¿Quién hizo la reclamación anterior? _____		

Part 2 / Parte 2:

Give Information About the Claim as of the Petition Date

Complete toda la información acerca de la reclamación desde la fecha en la que se presentó el caso.

6. Do you have a claim against a specific agency or department of the Commonwealth of Puerto Rico? ¿Tiene una reclamación en contra de algún organismo o departamento específico del Estado Libre Asociado de Puerto Rico? <input checked="" type="checkbox"/> No / No <input type="checkbox"/> Yes. Identify the agency or department and contact name. (A list of Commonwealth of Puerto Rico agencies and departments is available at: <a href="https://cases.primeclerk.com/puertorico/">https://cases.primeclerk.com/puertorico/</a> ) Sí. Identifique el organismo o departamento y nombre del representante. (Una lista de agencias y departamentos del Estado Libre Asociado de Puerto Rico está disponible en: <a href="https://cases.primeclerk.com/puertorico/">https://cases.primeclerk.com/puertorico/</a> ). _____	
7. Do you supply goods and / or services to the government? ¿Proporciona bienes y / o servicios al gobierno? <input checked="" type="checkbox"/> No / No <input type="checkbox"/> Yes. Provide the additional information set forth below / Sí. Proporcionar la información adicional establecida a continuación: Vendor / Contract Number   Número de proveedor / contrato: _____ List any amounts due after the Petition Date (listed above) but before June 30, 2017: Anotar la cantidad que se le debe después de la fecha que se presentó el caso (mencionados anteriormente), pero antes del 30 de junio de 2017 \$ _____	

Modified Official Form 410

Proof of Claim

page 2

8. How much is the claim?  ¿Cuál es el importe de la reclamación?	\$ <u>105,600.00</u>  <input checked="" type="checkbox"/> No / No <input type="checkbox"/> Yes. Attach statement itemizing interest, fees, expenses, or other charges required by Bankruptcy Rule 3001(c)(2)(A). Si. Adjunte un balance con intereses detallados, honorarios, gastos u otros cargos exigidos por la Norma de Quiebras 3001(c)(2)(A).
9. What is the basis of the claim?  ¿Cuál es el fundamento de la reclamación?	Examples: Goods sold, money loaned, lease, services performed, personal injury or wrongful death, or credit card. Attach redacted copies of any documents supporting the claim required by Bankruptcy Rule 3001(c). Limit disclosing information that is entitled to privacy, such as health care information.  Por ejemplo: Venta de bienes, préstamo de dinero, arrendamiento, prestación de servicios, lesiones personales u homicidio culposo, o tarjetas de crédito. Adjunte copias editadas de cualquier documento que respalde la reclamación conforme a lo exigido por la Norma de Quiebras 3001(c). Limite la divulgación de información que reúne los requisitos para ser tratada con privacidad, tal como información sobre atención médica.
10. Is all or part of the claim secured?  ¿La reclamación está garantizada de manera total o parcial?	<input type="checkbox"/> No / No <input checked="" type="checkbox"/> Yes. The claim is secured by a lien on property. Si. La reclamación está garantizada por un derecho de retención sobre un bien.  Nature of property / Naturaleza del bien: <input type="checkbox"/> Motor vehicle / Vehículos  <input type="checkbox"/> Other. Describe: Otro. Describir: _____  Basis for perfection / Fundamento de la realización de pasos adicionales: _____  Attach redacted copies of documents, if any, that show evidence of perfection of a security interest (for example, a mortgage, lien, certificate of title, financing statement, or other document that shows the lien has been filed or recorded.) Adjunte copias editadas de documentos, si los hubiere, que demuestre la realización de pasos adicionales para hacer valer un derecho de garantía (por ejemplo, una hipoteca, un derecho de retención, un certificado de propiedad, una declaración de financiamiento u otro documento que demuestre que se ha presentado o registrado un derecho de retención.  Value of property / Valor del bien: \$ _____  Amount of the claim that is secured / Importe de la reclamación que está garantizado: \$ _____  Amount of the claim that is unsecured / Importe de la reclamación que no está garantizado: \$ _____ (The sum of the secured and unsecured amounts should match the amount in line 7.) (La suma del importe garantizado y no garantizado debe coincidir con el importe de la línea 7.)  Amount necessary to cure any default as of the Petition Date / Importe necesario para compensar toda cesación de pago a la fecha que se presentó el caso : \$ _____  Annual Interest Rate (on the Petition Date) Tasa de interés anual (cuando se presentó el caso) _____ % <input type="checkbox"/> Fixed / Fija <input type="checkbox"/> Variable / Variable
11. Is this claim based on a lease?  ¿Esta reclamación está basada en un arrendamiento?	<input checked="" type="checkbox"/> No / No <input type="checkbox"/> Yes. Amount necessary to cure any default as of the Petition Date. Si. Importe necesario para compensar toda cesación de pago a partir de la que se presentó el caso \$ _____

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Proof of Claim

page 3



12. Is this claim subject to a right of setoff?  ¿La reclamación está sujeta a un derecho de compensación?	<input type="checkbox"/> No / No  <input type="checkbox"/> Yes. Identify the property / Sí. Identifique el bien: _____
13. Is all or part of the claim entitled to administrative priority pursuant to 11 U.S.C. § 503(b)(9)?  ¿La reclamación, total o parcial, cumple los requisitos para ser tratada como prioridad administrativa conforme al Título 11 § 503(b)(9) del U.S.C.?	<input type="checkbox"/> No / No  <input type="checkbox"/> Yes. Indicate the amount of your claim arising from the value of any goods received by the debtor within 20 days before the Petition Date in these Title III case(s), in which the goods have been sold to the debtor in the ordinary course of such debtor's business. Attach documentation supporting such claim.  \$ _____  Sí. Indique el importe de la reclamación que surge del valor de cualquier bien recibido por el deudor dentro de los 20 días anteriores a la fecha de inicio en estos casos del Título III, en el que los bienes se han vendido al deudor en el transcurso normal de los negocios del deudor. Adjunte la documentación que respalda dicha reclamación.

Part 3 / Parte 3:

Sign Below / Firmar a continuación

The person completing this proof of claim must sign and date it.  
FRBP 9011(b).

If you file this claim electronically, FRBP 5005(a)(2) authorizes courts to establish local rules specifying what a signature is.

La persona que complete esta evidencia de reclamación debe firmar e indicar la fecha.  
FRBP 9011(b).

Si presenta esta reclamación de manera electrónica, la FRBP 5005(a)(2) autoriza al tribunal a establecer normas locales para especificar qué se considera una firma.

Check the appropriate box / Marque la casilla correspondiente:

- ☒ I am the creditor. / Soy el acreedor.  
☐ I am the creditor's attorney or authorized agent. / Soy el abogado o agente autorizado del acreedor.  
☐ I am the trustee, or the debtor, or their authorized agent. Bankruptcy Rule 3004. / Soy el síndico, el deudor o su agente autorizado. Norma de quiebra 3004.  
☐ I am a guarantor, surety, endorser, or other codebtor. Bankruptcy Rule 3005. / Soy el garante, fiador, endosante u otro codeudor. Norma de quiebra 3005.

I understand that an authorized signature on this Proof of Claim serves as an acknowledgment that when calculating the amount of the claim, the creditor gave the debtor credit for any payments received toward the debt.

Comprendo que una firma autorizada en esta Evidencia de reclamación se considera como un reconocimiento de que al calcular el importe de la reclamación, el acreedor le proporcionó al deudor crédito para todo pago recibido para saldar la deuda.

I have examined the information in this Proof of Claim and have a reasonable belief that the information is true and correct.

He leído la información en esta Evidencia de reclamación y tengo motivos razonables para suponer que la información es verdadera y correcta.

I declare under penalty of perjury that the foregoing is true and correct. / Declaro bajo pena de perjurio que lo que antecede es verdadero y correcto.

Executed on date / Ejecutado el \_\_\_\_\_ (MM/DD/YYYY) / (DD/MM/AAAA)

Signature / Firma \_\_\_\_\_

Print the name of the person who is completing and signing this claim / Escriba en letra de imprenta el nombre de la persona que completa y firma esta reclamación:

Name

First name / Primer nombre Middle name / Segundo nombre Last name / Apellido

Title / Cargo

Company / Compañía

Identify the corporate servicer as the company if the authorized agent is a servicer.  
Identifique al recaudador corporativo como la compañía si el agente autorizado es un recaudador.

Address / Dirección

Number / Número Street / Calle

City / Ciudad

State / Estado

ZIP Code / Código postal

Contact phone / Teléfono de contacto

Email / Correo electrónico

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Epiq Bankruptcy Solutions, LLC  
PO Box 4470  
Beaverton, OR 97076

Legal Documents Enclosed -  
Please direct to the attention  
of the Addressee,  
Legal Department or President.

Address Service Requested



PR2 POC 2-26-2018 (MERGE2, TXNUM2)

000 0007041 00000000 0001 0005 01409 INS: 0 0

\*\*\*\*4000027778\*\*\*\*BAR(23) MAIL ID \*\*\* 000125618912 \*\*\*

*Zulme*

Debtor Employees Retirement System of the Government of the Commonwealth of Puerto Rico has listed your claim in their Creditor List on Schedule E - Pension Obligations as a Contingent, Unliquidated general unsecured claim in an Undetermined amount. You must timely file a proof of claim or be forever barred from participating or sharing in any distribution or being treated as a claim for purposes of voting or distribution.

El deudor Employees Retirement System of the Government of the Commonwealth of Puerto Rico ha listado su reclamación en la lista de acreedores en el Schedule E - Obligaciones de Pensión como un reclamo Contingente, Sin liquidez no asegurado por un monto Indeterminado. Debe presentar una prueba de reclamación oportunamente o se le prohibirá por siempre participar o compartir en cualquier distribución o ser tratado como un reclamo para fines de votación o distribución.

PLEASE SEND COMPLETED PROOF(S) OF CLAIM SO AS TO BE ACTUALLY RECEIVED ON OR BEFORE THE  
APPLICABLE BAR DATE:

**General Bar Date:** May 29, 2018 at 4:00 p.m., Atlantic Standard Time

Please send completed Proof(s) to Claim to:

If by first class mail:

Commonwealth of Puerto Rico  
Claims Processing Center  
c/o Prime Clerk LLC  
Grand Central Station, PO Box 4708  
New York, NY 10163-4708

If by overnight courier or hand  
delivery/Para enviar por por mensajería o  
entrega al siguiente día:

Refer to "Section 6 - Where and  
How to File" in the enclosed notice  
for additional locations in the  
Commonwealth accepting hand  
delivery of completed proof of  
claim forms.

Consulte la "Sección 6: Para ver  
dónde y cómo presentar su  
formulario" del aviso adjunto. Habrán  
varias ubicaciones en el  
Commonwealth donde se aceptará la  
entrega de estos formularios de  
prueba de reclamo completados.

If you have questions about this notice, please call (844) 822-9231 (US toll free), (646) 485-7944,  
(international), email PuertoRicoInfo@primeclerk.com, or visit <https://cases.primeclerk.com/puertorico>

Si tiene preguntas acerca de este aviso, llame al (844) 822-9231 (local), (646) 485-7944 (internacional), envíe  
un correo electrónico a PuertoRicoInfo@PrimeClerk.com, o visite <https://cases.primeclerk.com/puertorico>

You may also submit your claim electronically by visiting <https://cases.primeclerk.com/puertorico/EPOC-Index>

También puede enviar su reclamo electrónicamente visitando <http://cases.primeclerk.com/puertorico/EPOC-Index>

EPOC ID: 170356600084792

U0501 v.01 02.15.2018



June 27, 2018  
Commonwealth of Puerto Rico  
Claims Processing Center  
c/o Prime Clerk, LLC  
850 Third Avenue, Suite 412  
Brooklyn, N.Y. 11232

To whom it may concern:

Company documents to be evaluated  
for the Epig Bankruptcy Solutions, LLC.

They are sent to prove of the  
salaries that are not paying  
correctly in the Agency of Police  
Department and we appreciate so  
this evaluation and pay for  
the justice salary and pension  
that we have correctly.

Thanks for the attention  
of this claims person (410).

Julma & Eva Duran  
J. R.



COMMONWEALTH OF PUERTO RICO  
POLICE OF PUERTO RICO [seal:] POLICE OF  
PUERTO RICO

September 5, 2000

SEND ALL  
OFFICIAL CORRESPONDENCE  
TO THE SUPERINTENDENT:  
PO BOX 70166  
SAN JUAN, PUERTO RICO 00936-8166  
  
HEADQUARTERS  
Phone 793 1234

All Civilian Personnel

[signature]  
**Mr. Pedro A. Toledo**  
Superintendent

**CLASSIFICATION AND COMPENSATION PLAN**

On December 12, 1997, the Police of Puerto Rico hired the technical advisory services of the Central Labor Advisory and Human Resources Administration Office (OCALARH), in order to conduct a study of occupied and vacant positions at our Agency, and to develop new Position Classification and Compensation Plans for both Career service and Public Trust employees.

After conducting the corresponding study, OCALARH submitted the new Classification Plan for our consideration. Consistent with OCALARH recommendations, the Fiscal Affairs Department, in coordination with the Human Resources Department, conducted a budget analysis and evaluated various fiscal alternatives. These were discussed with the Management and Budget Office, which authorized implementation of the results of the aforementioned study in stages.

The first stage will take effect on September 7, 2000, and it will begin with the adoption of the first phase of the new pay structures to be developed for both services. As a result of the implementation of the first stage, each employee will receive a pay raise of \$150.00 per month. In the remaining upcoming stages, wages will be increased until they reach the corresponding amount based on the adjustment to projected wage.

[seal:] POLICE OF PUERTO RICO  
[illegible]

## *Wages Increased for Police Civilian Workers*

<p>By Tomás de Jesús Mangual Editor – EL VOCERO</p> <p>Police Superintendent Pedro Toledo Dávila announced Friday that the more than two thousand police civilian workers will begin to receive a \$300 monthly raise in their paychecks retroactively to September 7. Toledo Dávila expressed this minutes before inaugurating the agency's first mobile command center together with Miguel A. Santino, executive director of the State Emergency Management Agency.</p> <p>Regarding the pay raises for civilian employees of the Police, Toledo Dávila claimed to have some \$4 million given by the Budget Office to honor these raises, which according to him would result in these employees' pay being raised to over \$842.00 per month.</p>	<p>The civilian employees of the Police have historically been the worst paid among all government agencies, and the raises were announced after these employees make the decision to unionize to demand pay raises and better working conditions, like those that their colleagues, i.e., police officers, currently enjoy.</p> <p>As Toledo Dávila explained to several hundred civilian employees that met with him in the auditorium of the Police Headquarters, they will begin to receive the pay raise in their next paychecks in the amount of \$150 twice monthly.</p> <p>The Superintendent finished by saying, "[W]e are expecting OCAP to give us a \$12 million loan to implement among civilian employees the classification plan that will result in larger pay raises", while offering the "good news" to these employees on Friday.</p>	<p><b>The mobile AEMEAD center</b></p> <p>Regarding the inauguration of the first mobile AEMEAD center, this took place in the parking area of the Police Headquarters in Hato Rey. The Command Post, as the unit was named, measures 38 feet long, as three air conditioners, one photocopier, one fax machine with cellular communication, and one 15-foot 3,000-watt lighting tower.</p> <p>In addition, it includes communications</p>	<p>equipment that allows modulation with all security and public safety agencies, eight stations to install and operate the same number of laptop computers, apart from the fact that the unit can operate in any weather conditions. The Command Post will be used as a center for public education, as it will be brought to different points on the island to explain to the community and work and function of this government agency.</p>
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[photograph]

[unrelated newspaper notice, partially truncated]

[photograph]

## Raise for Civilian Employees of the Police

<p>[unrelated advertisement]</p>	<p><b>By Carmen E. Torres</b> El Nuevo Día</p> <p>Civilian employees of the Police received a pay raise of \$150 per month which, while gladly received by the workers, turned out to be less than they expected.</p> <p>At a meeting he called last Friday with civilian employees, Superintendent Pedro Toledo announced implementation of the first stage of the compensation plan, whereby some 2,200 civil employees will receive the pay raise.</p> <p>Toledo indicated that he signed the order authorizing the raise last Thursday September 7, just before the election period restrictions took effect.</p> <p>For all civilian employees, the minimum raise will be \$300 per month, but given the lack of funds to cover the entire pay raise, the administration of the Police opted to divide the raises into various steps.</p>	<p>In the first stage of the pay raises, \$4 million were set aside from the general police budget for these payments, Toledo said.</p> <p>However, that figure is just one-third of the \$12 million needed to fully implement the compensation plan for civilian employees.</p> <p><b>The head of the Police opted to divide the pay raise into various stages</b></p> <p>Last week, Toledo had explained to the press that he was in talks with the Budget and Management Office in order to allocate the \$12 million, but that in the event they did not allocate the full amount, he would have to separate the raises into stages. That was precisely</p>	<p>what occurred.</p> <p>Toledo said that the next stages of the raises would take approximately five months. However, he hinted that it would be the next administration that will have to authorize the next increases.</p> <p>With the raise announced by Toledo, civilian Police employees will not qualify this year to receive a \$100 pay raise included in the platform of Governor Pedro Rosselló for all public employees, Lieutenant Coronel José Ramos, an assistant to the Superintendent, explained.</p> <p>Toledo explained that only part of the compensation plan took effect, and not the position classification plan, which will remain under review by the General Labor Administration and Human Resources Office.</p> <p>Civilian employees have been demanding for the past two years that the classification and compensation plan take effect. They accused Toledo of dragging his feet in adopting the plan.</p>
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## Pedestrian dies in Coamo

By Mario Santana

COMMONWEALTH OF PUERTO RICO  
POLICE OF PUERTO RICO

[seal:] POLICE OF  
PUERTO RICO

SEND ALL  
OFFICIAL CORRESPONDENCE  
TO THE SUPERINTENDENT:  
PO BOX 70166  
SAN JUAN, PUERTO RICO 00936-8166  
Phone 793 1234

February 27, 2002-02-27

TO ALL CIVILIAN PERSONNEL [signatures and initials]  
[handwritten:] 2/27/02

[signature]

**Mr. Miguel Pereira**  
Superintendent

SUBJECT: JOB CLASSIFICATION AND COMPENSATION PLAN IMPLEMENTATION

The purpose of this letter is to clarify the last paragraph of the third (3<sup>rd</sup>) page of to the letter informing all civilian employees of the effect of the implementation of the Position Classification and Compensation Plans, in the positions they hold, as well as on their salary.

If your position is included within the appropriate unit, you may use the process for **Complaints, Grievances and Arbitration**, as established in the Collective Agreement of the civilian employees of the Police of Puerto Rico, within a period of **15 working days** from notice of the administrative review. On the other hand, if your position is excluded from the appropriate unit, you may appeal to the **Personnel Administration System Appeals Board** (JASAP, in Spanish), as indicated in the aforementioned letter.

[handwritten:] 3:30 PM

[ink stamp:] 28 FEB 2002

[handwritten:] Purchasing

**COMPLAINT FORM  
COMPLAINTS, GRIEVANCES AND ARBITRATION PROCEDURE  
POLICE OF PUERTO RICO  
AND  
ORGANIZED CIVILIAN EMPLOYEES (E.C.O.) UNION**

To be used in Police Areas, University Colleges, and Headquarters

<p>[handwritten:] <u>Zulma I. Cruz Irizarry</u></p> <p style="text-align: center;">COMPLAINANT</p> <p style="text-align: center;">VS.</p> <p style="text-align: center;"><u>Police of Puerto Rico</u></p> <p style="text-align: center;">RESPONDENT</p>	<p>AREA <u>Ponce</u></p> <p>DATE <u>August 8, 2003</u></p> <p>O- <u>2003-3-006</u></p> <p>SUBJECT: <u>Job Classification</u> <u>and Compensation</u></p>
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**COMPLAINT**

**DATES AND FACTS THAT OCCURRED AND RESULTED IN THE COMPLAINT**

1. February 27, 2002 (Implementation of Classification and Compensation)

2. March 11, 2002 (Administrative Review Request)

3. August 19, 2003 (Notification on Administrative Review)

The latter is dated April 2, 2003, but was received on August 19, 2003.

**SECTION OF THE AGREEMENT OR LEGAL PROVISION THAT WAS ALLEGEDLY VIOLATED**

Art. III and IV, Art. VII Sec. 2, Art. VIII Sec. 1, Art. IX Sec. 1, Art. X Par. 2 and 3, Art. XII Number 2.3, Art. XIV Sec. 2 and 4, Art. XIX Sec. 5, Personnel Act #5, Personnel Regulations, Uniform Compensation Regulations Sec. 4.4 (3) and 4.6 Number 2.3, 5.6, and 8, Sec. 4.8, Art. 2 Sec. 1 and 2 and Art. 9 Personnel Regulations; Merit Principle Sec. 6 (1), (2), (3), and (4), and Art. 4, Personnel Act.

**REMEDY REQUESTED BY THE EMPLOYEE OR UNION**

1. I request an EMERGENCY AUDIT, that my position be audited and my classification and compensation be corrected, so that my position be recognized at a higher scale and classification; that it be consistent with the level of complexity and responsibility of the job that I do, because of the higher hierarchical level. That this be retroactive.

2. That the Adm. Asst. I classification be voided and that I be included in the [handwritten:] Office Systems Asst. III level.

3. The audit that I am requesting was already requested by the Union and the Human Resources Department in March 2003 from the Union.

[ink stamp:] SEP 09 [illegible] [initials]

September 8, 2003

DATE

[signature]

SIGNATURE OF COMPLAINANT



***AUTHORIZATION AND REQUEST FOR DELIVERY  
PERSONAL FILE DOCUMENTS***

I, [handwritten:] *Zulma I. Cruz Irizarry*, Social Security No. [handwritten:] *2556*, employee of the Police of Puerto Rico and/or Safety Commission of the [handwritten:] *Ponce* area hereby request, in accordance with Section 1348 of the Personnel Act, that I be provided with a copy of my appointment and all OP-15s that are in my Personnel File, and any other document that may shed light on the pay raises that I was given during my employment.

I thank you for your prompt attention to my request.

On \_\_\_\_\_ of \_\_\_\_\_ of 200

*[signature]*

EMPLOYEE SIGNATURE

**PROFESSIONAL SERVICES CONTRACT  
POLICE OF PUERTO RICO EMPLOYEES**

I, [handwritten:] Zulma I. Cruz Irizarry hereby hire Mrs. Ivonne González Morales and Mrs. Adela L. Torruella, to represent me in my salary and COMPENSATION SCALES claim in the Trial Court of Puerto Rico. I understand that the fees will be contingent on the success of my claim, whether by settlement and/or judgment, at a rate of 25% of the sum I receive. I am issuing an advance of \$20.00 dollars for expenses in filing the claim and investigation. I am attaching the amount of \$ to the contract.

In [handwritten:] Ponce, Puerto Rico, today, the of of

[signature]

Legal Representative

Signature of the Employee

**EMPLOYEE'S PERSONAL INFORMATION**

1. Name: [handwritten:] **Zulma I. Cruz Irizarry**
2. Mailing Address: [handwritten:] **PO Box 800598 Coto Laurel PR 00780**
3. Social Security: [redacted] [handwritten:] **2556** Phone **(989) 222-9950**
4. Division or Office where you work: [handwritten:] **Juana Diaz Dept.**
5. Town where you work: [handwritten:] **Ponce**
6. Date when you started working at the Police of PR [handwritten:] **February 13, 1981**
7. Position you are officially appointed to. Indicate level of position (I, II, III, etc.) and date of appointment: [handwritten:] **January 1, 2002**
8. If you are performing other functions that are not those of your position, explain (for example, acting position, administrative assignment, staff shortage):  
Date you started of of
9. Monthly salary that you receive:
10. Do you receive any differential wage? YES \_\_\_\_\_ NO X Amount
11. Level of education: [handwritten:] **Bachelor's – Management**
12. Have you ever received merit-based and/or service-based steps? YES \_\_\_\_\_ NO X How many steps?
13. Have steps that you had ever been eliminated? Explain
14. What is your daily work schedule (7 ½ or 8 hours)
15. Do you have any claim for overtime pay? YES \_\_\_\_\_ NO \_\_\_\_\_ Amount: Number of hours:
16. Do you receive fixed per diem allowances? YES \_\_\_\_\_ NO X Date you started to receive them  
Are you owed allowances? Amount and provide evidence
17. Within a reasonable period of time, provide your Legal Counsel with copies of the OP-15 forms, Special Change Report, pay raises received by you, and bimonthly pay stubs for the period of your claim.

BEFORE THE BOARD OF APPEALS OF THE PERSONNEL  
ADMINISTRATION SYSTEM

DELFINA LOPEZ ROSARIO ET AL.

Appellants

CASE No.: T-01-10-372

v.

POLICE OF PUERTO RICO ET AL.

Appellees

---

**PETITION FOR JOINDER IN APPEAL**

I, [handwritten:] Zulma I. Cruz Irizarry, civilian employee of the Police of Puerto Rico, hereby petition the Honorable Appeals Board of the Personnel Administration System to authorize the joinder of my claim on violation of the Uniform Compensation Act and FLSA, due to improper withholding of wages, as I am similarly situated. To this end, I appoint Ivonne González, Esq. to represent me.

RESPECTFULLY SUBMITTED.

In \_\_\_\_\_, Puerto Rico, on the \_\_\_\_\_ of \_\_\_\_\_ of 2004.

[signature]

SIGNATURE OF PETITIONER  
MAILING ADDRESS AND PHONE

[handwritten:] PO Box 800598  
Coto Laurel PR 00780

## **A U T O R I Z A T I O N**

*The undersigned Zulma I. Cruz Irizarry a civilian  
employee of the Police Department of the Commonwealth of Puerto Rico,  
and/or Public Protection and Security Commission and the similarly  
situated of defendant employer, con. 'nts to become a party plaintiff in  
the present action.*

*Zulma I. Cruz Irizarry*  
SIGNATURE

***AUTHORIZATION AND REQUEST FOR DELIVERY  
PERSONAL FILE DOCUMENTS***

I, [handwritten:] Zulma I. Cruz Irizarry, Social Security No. [redacted] [handwritten:]  
2556, employee of the Police of Puerto Rico and/or Safety Commission of the police area of  
[handwritten:] Ponce hereby request, in accordance with Section 1348 of the Personnel Act, that  
I be provided with a copy of my appointment and all OP-15s that are in my Personnel File, and any  
other document that may shed light on the pay raises that I was given during my employment.

I thank you for your prompt attention to my request.

On \_\_\_\_\_ of \_\_\_\_\_ of [handwritten:] 2004

[signature]

EMPLOYEE SIGNATURE



PO BOX 9021629  
SAN JUAN  
PUERTO RICO 00902-1828  
PHONE (787) 724-5323  
FAX (787) 724-5323

GALLARDO BLDG  
SUITE 306  
001 RECINTO SUR ST  
OLD SAN JUAN, PUERTO RICO

*February 17, 2004*

*RE: Case: Delfina López Rosario v. Police of P.R.*

*Dear Clients:*

*After nearly 10 years since we started the wage claim against the agency where we work, we have obtained a favorable ruling in one of the cases where we put forward similar disputes. We are, therefore, calling a meeting for all employees that we represent to clarify the rumors and to personally share with you the accomplishments achieved and inform you on the procedural status of your case.*

*The meeting will be on Saturday March 6, 2004 at 9:30 at the PALACIO DE LOS TRABAJADORES of the Sindicato Empleados Equipo Pesado [Heavy Equipment Operators' Union] "LOS TIGRES DE LA MONTAÑA", Highway No. 1 from Rio Piedras to Caguas, Kilometer 17.8 (near the Blue Cross building at the intersection with Avenida Las Cumbres).*

*Your attendance is important, as we have to update the information that we have on your personnel file and obtain the documents we need to request the resolution of your case.<sup>1</sup>*

*I want to thank you for the trust you have placed in me as an attorney to serve as an instrument to achieve wage justice for you.*

*Your attendance is important.*

*Cordially,*

*[signature]*

*Ivonne González Morales*

*[initials]*

<sup>1</sup> NOTE:

Bring evidence of raises received, for example, pay stubs if you have them, and the OP-15s (special salary change report, which shows all raises given during employment).

*Commonwealth of Puerto Rico*

POLICE OF PUERTO RICO [seal:] POLICE OF

June 8, 2001

PUERTO RICO

SEND ALL  
OFFICIAL CORRESPONDENCE  
TO THE SUPERINTENDENT:  
PO BOX 70166  
SAN JUAN, PUERTO RICO 00936-8166

HEADQUARTERS  
Phone (787) 793 1234

**TO ALL CIVILIAN PERSONNEL  
THAT FORM PART  
OF THE POLICE OF PUERTO RICO**

[signature]

**PIERRE E. VIVONI**

Superintendent

#### **CLASSIFICATION AND COMPENSATION PLANS**

As an essential part of my role as Superintendent of the Police of Puerto Rico, I have appointed a committee that is evaluating the project of the Classification and Compensation Plans developed by the Central Labor Advisory and Human Resources Administration Office (OCALARH, in Spanish), in coordination with our Human Resources Department. As soon as this committee issues its report, we will meet with the representatives of the OCALARH in order to make the corresponding changes and adjustments to the project. Our goal is to make these plans appropriate to properly classify occupied and vacant positions. For obvious reasons, there is a need to use effective work instruments to administer the human resources of our Agency in a just manner consistent with the applicable laws and regulations.

As soon as the evaluations process and the corresponding adjustments are completed, I will inform you of everything relating to the adoption and implementation of the new Classification and Compensation Plans. This must be, of course, as soon as possible, but never sacrificing the quality of the work. We estimate that no later than July the process will be completed.

However, it is necessary to clarify the statements made recently by some sectors unrelated to our Agency in various media outlets, suggesting that the money allocated for implementation of the new plans was used to pay for overtime. This information is completely false and has the effect of creating unrest and confusion among our civilian employees. We hereby deny that version as well as other negative versions relating to this matter and we clarify that the funds allocated to the Plans will be used only for these purposes.

$$255 \times 12 = 6$$

$$\begin{array}{r}
 \textit{Calculation} \qquad 1933 \\
 \underline{- 1538} \\
 395 \\
 \underline{x 12} \\
 4740 \\
 \underline{x 10} \\
 47,400
 \end{array}$$

[handwritten:]

II      *Romerazo*      –       $40 \times 12 = 480$

$\times 6$

*I should have received this*      2,880

*compensation*

III      *Pay scale promised in three stages and only 2 were given. According to how much all retirees [illegible] was 300, and of the lesser they only gave 150, with 150 remaining owed (2002)*

*150*

$\times 12$

*1,800*

$\times 16$

*Should receive*      28,800

IV      *When 175 was promised by Union in the year 2004 (14 years)*

*\$ 175*

$\times 12$

*2,100*

$\times 14$

*29,400*

[handwritten:]

Page 2

June 19, 2018

8. Letter from the Administrative System Administration Board ([illegible])

Case No.: T-01-10-372

Delfina López Rosario et al.

Appellants v. Police of P.R. et al.

Appellees (Petition for Joinder in Appeal)

9. Professional Services Contract, Civilian Employees of the Police of P.R. (2004)  
authorizing the González-Arranza Firm with mention of advance payment of \$[illegible]  
for expenses

10. Letter from Ivonne González Morales, Esq. advising, through the Police of P.R., that  
the case filed by Delfina López received a favorable ruling for the civilian employees

11. Letter from Mr. Pedro Toledo August 12, 2008 SADC-NRH-DCR-6-229, clarifying  
new salary according to pay scale study.

12. Contract Form for Ivonne González on improper implementation of federal minimum  
wage.

13. Administrative Review Request Form

14. Complaint (Form) Dates and Facts comprising the complaint, continuance of remedy  
requested by the employee

~~15. Notification of appointment and oath~~



[handwritten:]

*Page 3*

*June 19, 2018*

- 15. Letter dated February 27, 2002-6227 from Mr. Miguel Pereira, Superintendent, Subject: Implementation of Position Classification and Compensation Plan*
- 16. Letter AP-28-4-151 of March 7, 2002 Subject: Request for Administrative Review Implementation of Position Classification and Compensation Plan (2 pages)*
- 17. Letter from February 27, 2002 sent to María Pagán Suares and Carmen Ruiz with the same position and different salary, to be compared, received by both on February 28, 2002*
- 18. Letter from Mr. Pierre Vivoni, Superintendent addressing topic of Classification and Compensation Plans, together with Administrative Review Request Form*
  - a) Form OP-14 – Position Classification Questionnaire*
- 19. Act setting a raise of \$100.00 for public employees (3<sup>rd</sup> Ordinary Assembly)*
- 20. Form Mr. Pedro Toledo from September 5, 2000 subject Classification and Compensation Plan, together with [illegible] copy in this regard.*
- 21. Notice of Appointment and Oath*

[handwritten:]

*Page 4*

*Comments:*

*These documents are attached for review and to assist in demonstrating that fair wages have not been in place from the year 2000 to 2018, that we were notified about some studies and that these studies were not completed. This was because of a conflict of interests in each Agency Superintendent or Head.*

*Our question is about pay raises that in all these years we have not received:*

- a) Act 89*
- b) Romerazo*
- c) 175.00 promised*
- d) 3<sup>rd</sup> pay scale*

*All of this may have a calculation between \$20,000 and 25,000 dollars, for which we do not have evidence and is not reflected in the pension, which must be adjusted.*

[handwritten:]

*Total approximate calculation*

*\$105,600*

*Should be compensated in this amount*

**Commonwealth of Puerto Rico  
POLICE OF PUERTO RICO  
San Juan, Puerto Rico**

**SALARY STRUCTURE TO APPLY  
TO THE POLICE OF PUERTO RICO  
BEGINNING JANUARY 1, 2002**

**CAREER SERVICE**

Scale No.	INTERMEDIATE STEPS									Maximum Step
	Minimum Step	1	2	3	4	5	6	7	8	
1	1000	1045	1092	1141	1193	1246	1302	1361	1422	1486
2	1054	1101	1151	1203	1257	1313	1373	1434	1499	1566
3	1111	1161	1213	1268	1325	1384	1447	1512	1580	1651
4	1171	1224	1279	1336	1396	1459	1525	1593	1665	1740
5	1234	1290	1348	1408	1472	1538	1607	1679	1755	1834
6	1301	1359	1420	1484	1551	1621	1694	1770	1850	1933
7	1371	1433	1497	1565	1635	1709	1785	1866	1950	2037
8	1445	1510	1578	1649	1723	1801	1882	1967	2055	2147
9	1523	1592	1663	1738	1816	1898	1983	2073	2166	2263
10	1605	1678	1753	1832	1914	2001	2091	2185	2283	2386
11	1692	1768	1848	1931	2018	2109	2203	2303	2406	2515
12	1783	1864	1948	2035	2127	2222	2322	2427	2536	2650
13	1880	1964	2053	2145	2242	2342	2448	2558	2673	2793
14	1981	2070	2164	2261	2363	2469	2580	2696	2817	2944
15	2088	2182	2280	2383	2490	2602	2719	2842	2970	3103

Commonwealth of Puerto Rico  
POLICE OF PUERTO RICO  
San Juan, Puerto Rico

First Assignment of Position Categories Included in the New Job Classification Plan adopted for the Career Service of the Police of Puerto Rico, pursuant to the provisions from Section 4.2 of the amended Public Service Personnel of Puerto Rico Act Number 5 of October 14, 1975.

In adherence to the provisions from Articles 2, 3, and 5 of the amended Uniform Compensation Act Number 89 of July 12, 1979, we have assigned the position categories included in the new Job Classification Plan adopted for the Career Service of the Police of Puerto Rico to the pay scales established to take effect beginning January 1, 2002.

<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
5721	ATTORNEY I	8 MONTHS	2716-4037	20
5722	ATTORNEY II	8 MONTHS	3018-4484	22
5723	ATTORNEY III	8 MONTHS	3652-4982	24
2451	ASSISTANT DOCUMENT ADMINISTRATOR	6 MONTHS	1445-2147	8
2461	DOCUMENT ADMINISTRATOR	8 MONTHS	1692-2515	11
2241	OFFICE SYSTEMS ADMINISTRATOR I	6 MONTHS	1692-2515	11
2242	OFFICE SYSTEMS ADMINISTRATOR II	6 MONTHS	1783-2650	12
2311	BUYER AGENT	5 MONTHS	1371-2037	7
4311	BUDGET ANALYST I	7 MONTHS	1605-2386	10
4312	BUDGET ANALYST II	7 MONTHS	1783-2650	12
4313	BUDGET ANALYST III	7 MONTHS	1981-2944	14



<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
6211	INFORMATION SYSTEMS ANALYST	6 MONTHS	2088-3101	15
5211	SYSTEMS AND PROCEDURES ANALYST I	8 MONTHS	1605-2386	10
5212	SYSTEMS AND PROCEDURES ANALYST II	8 MONTHS	1783-2650	12
5213	SYSTEMS AND PROCEDURES ANALYST III	8 MONTHS	1981-2944	14
5131	HUMAN RESOURCES ADMINISTRATION ANALYST I	6 MONTHS	1605-2386	10
5132	HUMAN RESOURCES ADMINISTRATION ANALYST II	6 MONTHS	1783-2650	12
5133	HUMAN RESOURCES ADMINISTRATION ANALYST III	6 MONTHS	1981-2944	14
1611	GUNSMITH	6 MONTHS	1301-1933	6
1541	GRAPHIC ARTIST	6 MONTHS	1445-2147	8
4411	AUDITOR I	8 MONTHS	1605-2386	10
4412	AUDITOR II	8 MONTHS	1783-2650	12
4413	AUDITOR III	8 MONTHS	2088-3103	15
2411	ADMINISTRATIVE ASSISTANT I	6 MONTHS	1523-2263	9
2412	ADMINISTRATIVE ASSISTANT II	6 MONTHS	1692-2515	11
2121	PROPERTY ASSISTANT	5 MONTHS	1111-1651	3
6111	INFORMATION TECHNOLOGY SERVICES ASSISTANT	6 MONTHS	1111-1651	3
4131	ACCOUNTING ASSISTANT I	6 MONTHS	1371-2037	7

Class Number	Class Title	Probationary Period	Pay Scale	Scale Number
4132	ACCOUNTING ASSISTANT II	6 MONTHS	1445-2147	8
4133	ACCOUNTING ASSISTANT III	6 MONTHS	1605-2386	10
5311	STATISTICS ASSISTANT I	7 MONTHS	1371-2037	7
5312	STATISTICS ASSISTANT II	7 MONTHS	1445-2147	8
5861	MEDICAL ASSISTANT	6 MONTHS	2716-4037	20
6161	INFORMATION SYSTEMS SECURITY ASSISTANT	6 MONTHS	1783-2650	12
2211	OFFICE SYSTEMS ASSISTANT I	6 MONTHS	1111-1651	3
2212	OFFICE SYSTEMS ASSISTANT II	6 MONTHS	1171-1740	4
2213	OFFICE SYSTEMS ASSISTANT III	6 MONTHS	1301-1933	6
1411	KITCHEN ASSISTANT	4 MONTHS	1000-1486	1
1251	ASSISTANT TO EXPERT ELECTRICIAN	4 MONTHS	1234-1834	5
5421	LIBRARIAN	8 MONTHS	1605-2386	10
1231	CARPENTER	4 MONTHS	1234-1834	5
6141	MEDIA LIBRARIAN	6 MONTHS	1234-1834	5
1421	COOK	3 MONTHS	1054-1566	2
1521	DRIVER MESSENGER	4 MONTHS	1171-1740	4
1111	JANITOR	3 MONTHS	1000-1486	1
4141	ACCOUNTANT I	8 MONTHS	1692-2515	11
4142	ACCOUNTANT II	8 MONTHS	1981-2944	14

2012  
1938

<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
6151	COMPUTER LABORATORY COORDINATOR	8 MONTHS	1981-2944	14
2191	POLICE ATHLETIC LEAGUE COORDINATOR	6 MONTHS	1605-2386	10
1781	TELECOMMUNICATIONS COORDINATOR	6 MONTHS	1523-2263	9
5462	ASSOCIATE DEAN	8 MONTHS	3018-4484	22
5461	ASSISTANT DEAN	8 MONTHS	2863-4255	21
5821	DIETICIAN	6 MONTHS	1880-2793	13
2331	ASSISTANT DIRECTOR OF PURCHASING	6 MONTHS	1692-2515	11
2441	ASSISTANT DIRECTOR OF PAYROLL	8 MONTHS	1692-2515	11
4321	ASSISTANT DIRECTOR OF BUDGET	9 MONTHS	2201-3271	16
6341	ASSISTANT DIRECTOR OF INFORMATION TECHNOLOGY	8 MONTHS	2863-4255	21
5941	ASSISTANT DIRECTOR OF THE FAMILY AND VICTIM SUPPORT PROGRAM	6 MONTHS	2716-4037	20
4521	ASSISTANT DIRECTOR FOR FEDERAL PROJECTS	12 MONTHS	2088-3103	15
3331	ASSISTANT DIRECTOR OF TECHNICAL SERVICES	6 MONTHS	2445-3634	18
5221	ASSISTANT DIRECTOR OF SYSTEMS AND PROCEDURES	8 MONTHS	2088-3103	15
5141	DIRECTOR OF TRAINING	6 MONTHS	2320-3447	17

<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
1891	ASSISTANT DIRECTOR FOR COMMUNICATIONS SYSTEMS	6 MONTHS	1692-2515	11
1881	ART AND REPRODUCTION DIRECTOR	6 MONTHS	1783-2650	12
5431	LIBRARY DIRECTOR	7 MONTHS	1692-2515	11
2341	DIRECTOR OF PURCHASING	6 MONTHS	1880-2793	13
5451	ACADEMIC DEPARTMENT DIRECTOR	8 MONTHS	2088-3103	15
5151	HUMAN RESOURCES DIVISION DIRECTOR I	8 MONTHS	2201-3271	16
5152	HUMAN RESOURCES DIVISION DIRECTOR II	8 MONTHS	2320-3447	17
5153	HUMAN RESOURCES DIVISION DIRECTOR III	8 MONTHS	2716-4037	20
5951	PSYCHOLOGY AND SOCIAL WORK DIVISION DIRECTOR	8 MONTHS	3018-4484	22
5331	STATISTICS DIRECTOR	7 MONTHS	2201-3271	16
4211	DIRECTOR OF FINANCE	8 MONTHS	2863-4255	21
3151	PHOTOGRAPHY LABORATORY DIRECTOR	8 MONTHS	1783-2650	12
2481	DIRECTOR OF PAYROLL	8 MONTHS	1880-2793	13
4331	DIRECTOR OF BUDGET	9 MONTHS	2863-4255	21
6351	DIRECTOR OF INFORMATION SYSTEMS SERVICES	6 MONTHS	2088-3103	15
2471	DIRECTOR OF GENERAL SERVICES	7 MONTHS	1692-2515	11
5891	MEDICAL DIRECTOR	12 MONTHS	3652-4982	24

<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
1241	CABINETMAKER	4 MONTHS	1234-1834	5
1252	ELECTRICIAN	4 MOUNTS	1371-2037	7
2131	WEAPON OWNERSHIP CONTROL MANAGER	6 MONTHS	1234-1834	5
1221	STABLE MANAGER	3 MONTHS	1171-1740	4
2141	PROPERTY MANAGER	5 MONTHS	1234-1834	5
1331	VEHICLE MAINTENANCE MANAGER	4 MONTHS	1301-1933	6
5841	MEDICAL SERVICES MANAGER	6 MONTHS	1692-2515	11
5812	GENERAL NURSE	6 MONTHS	1605-2386	10
5811	LICENSED NURSE PRACTITIONER	4 MONTHS	1371-2037	7
5921	COUNSELING AND GUIDANCE SPECIALIST	8 MONTHS	2445-3634	18
5881	WORK HEALTH AND SAFETY SPECIALIST	8 MONTHS	1880-2793	13
6311	INFORMATION SYSTEMS SPECIALIST	8 MONTHS	2201-3271	16
5321	STATISTICIAN I	8 MONTHS	1605-2386	10
5322	STATISTICIAN II	8 MONTHS	1692-2515	11
5323	STATISTICIAN III	7 MONTHS	1783-2650	12
2181	FILE EVALUATOR I	6 MONTHS	1234-1834	5
2182	FILE EVALUATOR II	6 MONTHS	1301-1933	6
2183	FILE EVALUATOR III	6 MONTHS	1445-2147	8
1531	PHOTOGRAPHER	3 MONTHS	1301-1933	6
5161	HUMAN RESOURCES ASSISTANT MANAGER	8 MONTHS	2863-4255	21

<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
2151	STOREKEEPER I	5 MONTHS	1111-1651	3
2152	STOREKEEPER II	5 MOUNTS	1171-1740	4
1311	TRANSPORT SERVICES ASSISTANT INSPECTOR	6 MONTHS	1301-1933	6
1321	TRANSPORT SERVICES INSPECTOR	6 MONTHS	1445-2147	8
1621	TOWER AND ANTENNA INSTALLER I	6 MONTHS	1605-2386	10
1622	TOWER AND ANTENNA INSTALLER II	6 MONTHS	1692-2515	11
5411	MARTIAL ARTS AND PERSONAL DEFENSE INSTRUCTOR	6 MONTHS	1783-2650	12
5413	FIRST AID INSTRUCTOR	6 MONTHS	1783-2650	12
1211	GARDENER	4 MONTHS	1111-1651	3
1291	BOAT MECHANIC	4 MONTHS	1371-2037	7
1281	MOTOR VEHICLE MECHANIC I	4 MONTHS	1371-2037	7
1282	MOTOR VEHICLE MECHANIC II	4 MONTHS	1445-2147	8
5851	GENERAL PHYSICIAN	8 MONTHS	3018-4484	22
1511	COURIER	4 MONTHS	1111-1651	3
2321	PURCHASING OFFICER I	5 MONTHS	1523-2263	9
2322	PURCHASING OFFICER II	5 MONTHS	1605-2386	10
5511	INVESTIGATIONS OFFICER	6 MONTHS	1692-2515	11
5111	APPOINTMENTS AND CHANGES OFFICER	6 MONTHS	1523-2263	9
2431	PAYROLL OFFICER I	4 MONTHS	1371-2037	7
2432	PAYROLL OFFICER II	5 MONTHS	1523-2263	9

<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
2171	PROPERTY OFFICER	5 MONTHS	1301-1933	6
5611	COMMUNICATIONS OFFICER	6 MOUNTS	1783-2650	12
2491	EXECUTIVE OFFICER I	8 MONTHS	2201-3271	16
2492	EXECUTIVE OFFICER II	8 MONTHS	2445-3634	18
2493	EXECUTIVE OFFICER III	8 MONTHS	2863-4255	21
6171	INFORMATION SYSTEMS SECURITY OFFICER	8 MONTHS	1981-2944	14
2111	OFFICE WORKER I	4 MONTHS	1111-1651	3
2112	OFFICE WORKER II	4 MONTHS	1171-1740	4
2113	OFFICE WORKER III	4 MONTHS	1371-2037	7
4111	ACCOUNTING OFFICE WORKER	5 MONTHS	1171-1740	4
1711	TELEPHONE SWITCHBOARD OPERATOR	5 MONTHS	1111-1651	3
6121	INFORMATION ELECTRONIC EQUIPMENT OPERATOR I	6 MONTHS	1171-1740	4
6122	INFORMATION ELECTRONIC EQUIPMENT OPERATOR II	6 MONTHS	1234-1834	5
1761	MICROFILM EQUIPMENT OPERATOR I	6 MONTHS	1234-1834	5
1762	MICROFILM EQUIPMENT OPERATOR II	6 MONTHS	1301-1933	6
1763	MICROFILM EQUIPMENT OPERATOR III	8 MONTHS	1371-2037	7
1721	PRINTING EQUIPMENT OPERATOR I	4 MONTHS	1171-1740	4
1722	PRINTING EQUIPMENT OPERATOR II	4 MONTHS	1234-1834	5
1731	SIGNATURE PRINTER OPERATOR	4 MONTHS	1111-1651	3



<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
1741	BULLET RELOADING MACHINE OPERATOR	4 MONTHS	1111-1651	3
1751	RADIOTELEPHONE OPERATOR	4 MONTHS	1234-1834	5
1261	PLUMBER	4 MONTHS	1301-1933	6
6221	INFORMATION SYSTEMS PROGRAMMER I	6 MONTHS	1783-2650	12
6222	INFORMATION SYSTEMS PROGRAMMER II	6 MONTHS	1880-2793	13
6223	INFORMATION SYSTEMS PROGRAMMER III	6 MONTHS	1981-2944	14
4121	ASSISTANT COLLECTOR	4 MONTHS	1301-1933	6
4123	COLLECTIONS OFFICER	6 MONTHS	1445-2147	8
5441	REGISTRAR	8 MONTHS	2445-3634	18
5961	PSYCHOLOGIST I	8 MONTHS	2445-3634	18
5962	PSYCHOLOGIST II	8 MONTHS	2716-4037	20
5981	PSYCHIATRIST	8 MONTHS	3180-4727	23
5931	FAMILY AND VICTIM SUPPORT PROGRAM SUPERVISOR	8 MONTHS	2577-3830	19
1811	JANITORIAL SUPERVISOR	5 MONTHS	1234-1834	5
2421	FILE EVALUATOR SUPERVISOR	6 MONTHS	1605-2386	10
1841	ARMORY SUPERVISOR	6 MONTHS	1371-2037	7

<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
1861	MOTOR VEHICLE MECHANIC SUPERVISOR	5 MONTHS	1523-2263	9
6321	ELECTRONIC INFORMATION EQUIPMENT OPERATOR SUPERVISOR	6 MONTHS	1301-1933	6
1831	PRINTING EQUIPMENT OPERATOR SUPERVISOR	6 MONTHS	1301-1933	6
1851	RADIO TELEPHONE OPERATOR SUPERVISOR	5 MONTHS	1301-1933	6
1821	CABINETMAKING AND CARPENTRY WORKSHOP SUPERVISOR	6 MONTHS	1301-1933	6
1871	COMMUNICATIONS BACKUP GENERATOR TECHNICIAN SUPERVISOR	6 MONTHS	1523-2263	9
3111	CRIMINAL PHOTOGRAPHY TECHNICIAN	8 MONTHS	1301-1933	6
3211	FINGERPRINT TECHNICIAN I	5 MONTHS	1371-2037	7
3212	FINGERPRINT TECHNICIAN II	5 MONTHS	1445-2147	8
3213	FINGERPRINT TECHNICIAN III	5 MONTHS	1783-2650	12
3131	PHOTOGRAPHY LABORATORY TECHNICIAN I	8 MONTHS	1234-1834	5

<b>Class Number</b>	<b>Class Title</b>	<b>Probationary Period</b>	<b>Pay Scale</b>	<b>Scale Number</b>
3132	PHOTOGRAPH LABORATORY TECHNICIAN II	8 MONTHS	1371-2037	7
1631	COMMUNICATIONS BACKUP GENERATOR TECHNICIAN	6 MONTHS	1445-2147	8
6131	INFORMATION SYSTEMS TECHNICIAN	3 MONTHS	1445-2147	8
1771	COMMUNICATIONS EQUIPMENT TECHNICIAN I	6 MONTHS	1371-2037	7
1772	COMMUNICATIONS EQUIPMENT TECHNICIAN II	6 MONTHS	1523-2263	9
1773	COMMUNICATIONS EQUIPMENT TECHNICIAN III	6 MONTHS	1605-2386	10
1271	REFRIGERATION TECHNICIAN.	5 MONTHS	1371-2037	7
5911	PSYCHOSOCIAL RELATIONS TECHNICIAN	8 MONTHS	1605-2386	10
5871	OCCUPATIONAL HEALTH AND SAFETY TECHNICIAN	6 MONTHS	1605-2386	10
2221	OFFICE SYSTEMS TECHNICIAN I	4 MONTHS	1301-1933	6
2222	OFFICE SYSTEMS TECHNICIAN II	4 MONTHS	1445-2147	8
2223	OFFICE SYSTEMS TECHNICIAN II	4 MONTHS	1605-2386	10
5711	LEGAL TECHNICIAN	6 MONTHS	2577-3830	19

Class Number	Class Title	Probationary Period	Pay Scale	Scale Number
1121	WORKER	3 MONTHS	1000-1486	1
1131	PRESERVATION AND MAINTENANCE WORKER	3 MOUNTS	1054-1566	2
5971	SOCIAL WORKER I	8 MONTHS	2201-3271	16
5972	SOCIAL WORKER II	8 MONTHS	2320-3447	17
5973	SOCIAL WORKER III	8 MONTHS	2445-3634	18
2231	ADMINISTRATIVE INVESTIGATIONS TRANSCRIPTIONIST	6 MONTHS	1605-2386	10

As evidence of our approval of the contents of this document, we hereby sign the list of job categories which indicates the class number and title, the probationary period, the pay scale assigned to each category and the number of that scale.

This document includes twelve (12) pages containing one hundred and eighty-four (184) job categories, to which we have affixed our corresponding initials and signatures.

In San Juan, Puerto Rico on [ink stamp:] **JUNE 24 2002**

[signature]\_\_\_\_\_  
Emmalind García García  
Administrator  
Central Labor Advisory  
and Human Resources  
Administration Office

[signature]\_\_\_\_\_  
Miguel A. Pereira  
Superintendent  
Police of Puerto Rico

[seal:] POLICE  
OF PUERTO RICO

Commonwealth of Puerto Rico  
**Police of Puerto Rico**

August 30, 2005

Mr./Ms. Zulma I. Cruz Irizarry

Dear Mr./Ms. Cruz Irizarry:

Effective January 1, 2002, our Agency implemented the new Position Classification and Compensation Plans, corresponding to the Career Service, developed by the Central Labor Advisory and Human Resources Administration Office (OCALARH), now called the Human Resources Office of the Commonwealth of Puerto Rico (ORHELA), in coordination and collaboration with technical specialized personnel from the Human Resources Department.

With regard to the position you hold at this Agency, we informed you of the results of said study, and you did not agree with them, resulting in your request for the corresponding administrative review.

After an objective and weighted evaluation and analysis of the arguments contained in your request, the configuration of existing positions, the values and hierarchies related to these positions, the organizational and functional structure of the Agency, prevailing lines of command and supervision, and the contents of the documents comprising the new Position Classification and Compensation Plans, we inform you of the results of the administrative review that we conducted in the enclosed ADDENDUM.

In the event that you are not satisfied with this final decision and your position **is not included** in the Appropriate Unit (as this term is defined in the Collective Bargaining Agreement established between the Police of Puerto Rico and Organized Civilian Employees [ECO]), you are hereby advised of your right to appeal to the ***Public Service Human Resources Administration System Appeals Commission (CASARHSP)***, located at Calle San Justo #153, Viejo San Juan, (Mailing Address PO Box 9023990, Viejo San Juan, PR 00902), within a period of thirty (30) calendar days from receipt of this notification. On the other hand, if your position **is included** in the Appropriate Unit, we advise you of your right to access the ***Complaints, Grievances and Arbitration Procedure***, as established in the aforesaid Collective Bargaining Agreement, within a period of fifteen (15) working days from receipt of this notification.

Cordially,

Mr. Pedro Toledo Dávila  
Superintendent  
[signature]  
Ramón Ortega Rodríguez CPA  
Associate Superintendent

August 29, 2005

**SEND ALL OFFICIAL CORRESPONDENCE TO THE SUPERINTENDENT, PO BOX 70166 SAN JUAN PR 00936-8166 – PHONE 787-793-1234**

### REPORT ON DECISION MADE

**EMPLOYEE NAME:** Zulma I. Cruz Irizarry

**SOC. SEC. NUMBER:** Redacted

**POSITION NUMBER:** 9505

**[X] 1.** Your administrative review request was analyzed, and therefore, I **approve** the following adjustments, effective January 1, 2002, on which date the new Position Classification and Compensation Plans were fully implemented.

<i>Identified Areas</i>	<i>With the Study</i>	<i>After Review</i>
<b>Classification Title</b>	<b>Office Systems Assistant II</b>	<b>Office Systems Assistant III</b>
<b>Monthly Salary</b>	<b>\$1,336.00</b>	<b>\$1,359.00</b>
<b>Supplemental Comp.</b>	<b>\$55.00</b>	<b>\$55.00</b>
<b>Differential</b>		
<b>Scale Number</b>	<b>4</b>	<b>6</b>
<b>Minimum Rate</b>	<b>\$1,171.00</b>	<b>\$1,301.00</b>
<b>Maximum Rate</b>	<b>\$1,740.00</b>	<b>\$1,933.00</b>

**[ ] 2.** I am not approving your administrative review request, based on the following criteria:

**[ ] a.** The level of responsibility, complexity, and authority that the duties of your position at the Agency entail is correctly within the class and level established in the original study.

[initials]

☐ b. Your education level and experience, which may be more than required to occupy the position, is not a criterion that is considered for the classification and level assigned to the position.

☐ c. Aspiring to a higher salary does not alter the classification and level established for the position, and so the requested review is not justified based on this compensation element.

☐ d. The additional information that you provided with your administrative review request does not justify assignment of the position class to a higher compensation value (pay scale).

☐ e. The additional information that you provided with your administrative review request does not alter the classification that was established for the position or the compensation assigned.

☐ f. The administrative reviews that we are processing in this stage of the process are related to the implementation of the new Position Classification and Compensation Plans, based mainly on the "Position Description" that the employee completed during the study conducted. The topic of your request concerns another aspect relating to the administration of a Classification Plan that is already operational, which involves a different procedure which requires recommendation from the immediate supervisor through the established channels, accompanied arguments supporting the request; as well as a study and analysis of the position on the part of the Human Resources Department with the corresponding audit.

☐ 3. Other:

[initials]



The Human Resources Department will be available to offer any other information relating to administrative review requests, according to the scope of this Department.

---

Mr. Pedro Toledo Dávila  
Superintendent

---

[signature]

Ramón Ortega Rodríguez, CPA  
Associated Superintendent

*COMMONWEALTH OF PUERTO RICO*  
*POLICE OF PUERTO RICO*  
*PONCE AREA*

SEND ALL  
OFFICIAL CORRESPONDENCE  
TO THE SUPERINTENDENT:  
PO BOX 70166  
SAN JUAN, PUERTO RICO 00936-8166

HEADQUARTERS  
Phone 793 1234

[seal:] POLICE OF PUERTO RICO  
PROTECTION  
INTEGRITY

JUANA DIAZ DISTRICT  
837-2016/837-2020

AP-31-1-613

October 21, 2005

Mr. Pedro A. Toledo Dávila  
Superintendent of the Police of Puerto Rico

[signature]  
Zulma I. Cruz Irizarry  
Office Systems Ass. III  
Juana Díaz District

POSITION REVIEW  
NUMBER 9505

I am respectfully addressing you to indicate that on October 7, 2005, at the Ponce Area General Command, I received a letter advising me, by way of Report on Decision Made for reclassification of position number 9505, effective January 1, 2002, that I was reclassified to Office Systems Assistant III.

I thank you for the decision made on January 1, 2002. However, I am again asking that the duties I perform to be reviewed, as these duties are more complex; in addition to the fact that my level of education changed in 2003, when I obtained a Bachelor's in Business Administration and Management, Magna Cum Laude.

In addition, I am requesting review of my monthly salary, because both on January 1, 2002 and at present it is higher than the one that has been assigned to me, and so I am requesting that I be moved to the maximum amount on the pay scale.

**Essential Functions of the Position:**

1. Secretary for District Commander
2. Transcribing memoranda (typed):
  - a. District Commander
  - b. Assistant Commander

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October 21, 2005

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- c. Sergeants
- d. Officers
- 3. Drafting reports, endorsements, and transcribing.
- 4. Transcribing Work Plans (typing).
- 5. Processing and dispatching documents from the Juana Díaz District.
- 6. Taking dictation of letters and/or messages.
- 7. Coordinating the activities of the Juana Díaz District Commander.
- 8. Responsible for guiding secretary staff regarding their work.
- 9. Receiving and distributing all correspondence for the Juana Díaz District.
- 10. Receiving and distributing paychecks for the Juana Díaz District.
- 11. Guiding the public on the requirements of Security Guard Requests and process everything relating to these requests.
- 12. Receiving and managing telephone calls and forwarding them to personnel.
- 13. Photocopying documents.
- 14. Preparing exemptions for the Courts.
- 15. Custodianship of General Orders, managing the index, tracking changes, giving notice and making copies when needed by staff and filing them.
- 16. Custodianship of Regulations, managing the index, tracking changes, giving notice and making copies when needed by staff and filing them.

**Additional Functions of the Position:**

- 1. Weekly Reports
  - a. One-way Tints
  - b. Work Plan Checkpoints

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2. Monthly Reports
  - a. Work performed in Special Communities
  - b. Crime Rate in Special Communities
  - c. Anti-crime Plan Achievements
  - d. Tobacco and Alcohol Intervention
  - e. Disarmed personnel
  - f. Regulation Weapon Decommission Breakdown
  - g. School Quality of Life Program Records
  - h. PPR-146 Weapon and Munitions Replacement
  - i. Marine Accidents
  - j. Strikes and Protests
  - k. Documents Received
  - l. Local Academy Letter
  - m. Public Integrity Referral
  - n. Female Officer of the Month
  - o. Male Officer of the Month
2. Quarterly Reports
  - a. Postage Stamps
3. Biannual Reports
  - a. Regulation Weapon Certification
4. Annual Reports
  - a. Property List
  - b. Sergeant of the Year
  - c. Civilian of the Year
  - d. Manuel A. Pérez Prize
  - e. OSHA Report

#### **Minimum knowledge, Abilities, and skills**

Microsoft Word, Excel  
Principles of Typing I and II  
Business Correspondence I and II

#### **Education**

Bachelor's in Business Administration  
Management – **Magna Cum Laude**  
Universidad Interamericana – Ponce Campus  
June 5, 2003

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Associate in Applied Sciences  
Business Administration – **Magna Cum Laude**  
Universidad Interamericana – Ponce Campus  
May 30, 2001

Fourth Year – Business Course  
Escuela Superior Luis Llorens Torres  
May 1979

Zic



**T** 718.384.8040  
**W** TargemTranslations.com  
**E** projects@targemtranslations.com  
**A** 185 Clymer St. Brooklyn, NY 11211

### TRANSLATOR'S CERTIFICATE OF TRANSLATION

Translation from: Spanish (Puerto Rico) into English (US)  
TARGEM Translations Inc.

I, Andreea I. Boscor, ATA-certified Spanish-English #525556, acting as translator at TARGEM Translations Inc., a NEW YORK City corporation, with its principal office at 185 Clymer Street, Brooklyn, NY, 11211, USA, certify that:

the English translated document is a true and accurate translation of the original Spanish and has been translated to the best of my knowledge.

Original Document Name: **Claim No. 102255 ECF No. 17406**

Signed this 17<sup>th</sup> day of August 2021



Verify at [www.atanet.org/verify](http://www.atanet.org/verify)

A handwritten signature in blue ink, appearing to read 'Andreea I. Boscor'.

Andreea I. Boscor

